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# ACTION TAKEN ON CONCLUSIONS AND DECISIONS OF THE FORTY-FOURTH SESSION OF THE EXECUTIVE COMMITTEE

## I. INTRODUCTION

1. This document provides, in summary form, information on the follow up by the Office of the United Nations High Commissioner for Refugees on all decisions/conclusions of the forty-fourth session of the Executive Committee of the High Commissioner's Programme that called for specific action by the High Commissioner. The section headings and paragraphs referred to in chapter II below correspond to those contained in the report of the forty-fourth session of the Executive Committee (A/AC.96/821). Decisions/conclusions requiring action by Governments or other entities, rather than the High Commissioner, are not reported on.

## II. ACTION TAKEN

### A. Conclusions on International Protection

#### 1. General Conclusion on International Protection

Para. 19. (m) Supports the further exploration by the High Commissioner and States of various asylum strategies, such as temporary protection, in relation to persons compelled to flee their countries in large numbers and who are in need of international protection, pending

the identification of an appropriate solution, and reaffirms the importance of Executive Committee Conclusion No. 22 (XXXII) on Protection of Asylum Seekers in Situations of Large-Scale Influx;

UNHCR Action: An Informal Meeting of Government Experts on Temporary Protection, in the framework of the Humanitarian Issues Working Group of the International Conference on the Former Yugoslavia, was held on 23 March 1994. UNHCR has encouraged a wide discussion of asylum strategies at various levels. Furthermore, in the context of an informal roundtable on the application of temporary protection in a broader context, UNHCR sought to pinpoint underlying principles and the practical application of this approach. A further informal roundtable on the guiding principles of temporary protection is foreseen later in the year. The subject is also examined in this year's Note on International Protection (A/AC.96/830). In a number of ongoing refugee situations, UNHCR has sought to explore possibilities of expediting the restoration of safe conditions in the country of origin which would permit the voluntary return of refugees.

Para. 19. (n) Recognizes the importance of addressing prevention, protection and solutions on a comprehensive regional basis, and encourages the High Commissioner to consult with States, the United Nations Department of Humanitarian Affairs (DHA), the United Nations Development Programme (UNDP), the International Organization for Migration (IOM) and other relevant international organizations and regional bodies on possibilities for additional measures and initiatives in specific areas with complex problems of coerced population movements, and, where appropriate, to keep the Sub-Committee of the Whole on International Protection and the Sub-Committee on Administrative and Financial Matters informed;

UNHCR Action: The inter-sessional meeting of the Sub-Committee of the Whole on International Protection (Geneva, 18-19 May 1994) considered UNHCR's involvement in addressing certain refugee problems as part of a comprehensive regional approach in a Conference Room Paper entitled Comprehensive and Regional Approaches to Refugee Problems (EC/1994/SCP/CRP.3). This paper addressed the importance of prevention, protection and solutions on a comprehensive basis through interagency/regional consultations and examined measures and initiatives in specific areas with complex problems of coerced population movements. Progress made in relation to existing regional comprehensive approaches is reported upon in chapters E and F below which deal respectively with the International Conference on Central America Refugees (CIREFCA) and the Comprehensive Plan of Action for Indo-Chinese Refugees (CPA). In 1994, UNHCR initiated a consultative process towards the development of a comprehensive, regional response to the problems of refugees and coerced displacement in the former Soviet Union. The question of inter-agency cooperation was broached in a

Conference Room Paper presented to the Sub-Committee on Administrative and Financial Matters entitled Information Note on UNHCR's Inter-Agency and Partnership Building Efforts (EC/1994/SC.2/CRP.21).

Para. 19. (o) Looks forward to events commemorating the twenty-fifth anniversary of the adoption by the Organization of African Unity of the OAU Convention governing the specific aspects of refugee problems in Africa as well as the tenth anniversary of the Cartagena Declaration on Refugees and encourages UNHCR to participate actively in their commemoration;

UNHCR Action: UNHCR has issued an Information Note on Activities Undertaken to Commemorate the 25th Anniversary of the OAU Convention (EC/1994/SCP/CRP.7 and Add. I) which is to be discussed at the meeting of the Sub-Committee of the Whole on International Protection on 28 September 1994.

Para. 19. (q) Reaffirms the role of resettlement as an instrument of protection as well as its continuing value as a durable solution in specific circumstances, and suggests that States together with the High Commissioner explore possibilities for the more effective and flexible use of this measure, particularly to meet refugee protection needs;

UNHCR Action: The Special Programmes for Women-at-Risk established by Australia, Canada and New Zealand and more recently special resettlement assistance initiated by USA have continued to be sucessfully implemented. European countries have assisted extensively by resettling women victims of violence on both a regular and emergency basis. Furthermore, a European consultation took place in Utrecht in June 1993, co-funded by UNHCR and the Government of The Netherlands and in close collaboration with the World Health Organization (WHO) and IOM. European professionals with substantial expertise in the evaluation and care of victims of trauma and violence participated in this conference. As a result of recommendations, Guidelines for Evaluation and Care of Victims of Trauma and Violence were produced. These have been translated into six languages and, since December 1993, are being tested in selected field locations by UNHCR and others. They will be finalized in December 1994 for world-wide implementation.

Para. 19. (r) Encourages the High Commissioner, on the basis of her broad humanitarian experience and expertise, and the particular competence of UNHCR staff in the field, to continue to explore and to undertake protection and assistance activities aimed at preventing conditions that give rise to refugee outflows, bearing in mind fundamental protection principles, in close coordination with the Governments concerned and within an inter-agency,

intergovernmental and non-governmental framework, as appropriate, and requests the High Commissioner to keep the Sub-Committee of the Whole on International Protection and the Sub-Committee on Administrative and Financial Matters informed of developments;

UNHCR Action: See action taken under paragraphs 19 (n) and 19 (t).

Para. 19. (t) Requests the High Commissioner, in pursuance of the need for the international community to explore methods and means to address better within the United Nations system the protection and assistance needs of internally displaced persons, to promote further consultations on this priority issue with the Department of Humanitarian Affairs (DHA) and the Representative of the Secretary-General on Internally Displaced Persons, and with other appropriate international organizations and bodies, including the International Committee of the Red Cross, and to report on the results of these discussions to the Sub-Committee of the Whole on International Protection and, as appropriate, the Sub-Committee on Administrative and Financial Matters;

UNHCR Action: The inter-sessional meeting of the Sub-Committee of the Whole on International Protection (Geneva, 18-19 May 1994) devoted a full day to consideration of this topic in the presence of the International Committee of the Red Cross (ICRC), IOM, the Secretary General's Special Representative on Internally Displaced Persons (IDPs), which was presented in a document entitled Protection Aspects of UNHCR Activities on behalf of Internally Displaced Persons (EC/SCP/87). See also the Draft Report of the 18-19 May 1994 Inter-sessional Meeting (EC/1994/SCP/CRP.6). Consultations are continuing within the framework of the Sub-Committee of the Whole on International Protection concerning the adoption of conclusion on IDPs by the forty-fifth session of the Executive Committee. Action taken under paragraph 30 (a) also concerns IDPs.

Para. 19. (v) Calls upon the High Commissioner to pursue her efforts to ensure the protection of refugee women and girls and reaffirms in this regard its Conclusion No. 64(XLII) on Refugee Women and International Protection and paragraphs (i) to (k) of Conclusion No. 68(XLIII);

UNHCR Action: These efforts are detailed in the Report of the Working Group on Refugee Women and Refugee Children (EC/SCP/85) which was endorsed by the Sub-Committee of the Whole on International Protection on 18 and 19 May 1994 (subject to financial implications being examined by the Sub-Committee on Administrative and Financial Matters. Further actions are detailed in the Progress Report on the Situation of Refugee Women and Refugee Children and Financial Implications of the Recommendations of the Working Group on Refugee Women and Refugee Children (EC/1994/SC.2/CRP.23/Rev.1) which will be considered by SCAF at its 29 September 1994 meeting.

Para. 19. (x) Calls upon the High Commissioner to make every effort to ensure that the needs of refugee children, particularly unaccompanied minors, are fully met in UNHCR's overall protection and assistance activities, through inter alia appropriate management support, training and monitoring, and encourages UNHCR to continue its cooperation with Governments, non-governmental organizations and intergovernmental organizations, including in particular the United Nations Children's Fund (UNICEF) and the Committee on the Rights of the Child, in the implementation of the Policy on Refugee Children and the UNHCR Guidelines on Refugee Children;

UNHCR Action: See action taken under paragraph 19 (v). Of particular note is the completion and dissemination of 'Refugee Children: Guidelines on Protection and Care'. The Office further issued a joint Statement on The Evacuation of Unaccompanied Children from Rwanda which was issued on 27 June 1994 by UNHCR, UNICEF, ICRC and the International Federation of the Red Cross and Red Crescent Societies.

Para. 19. (y) Requests the High Commissioner, given the diversity and persistent character of certain obstacles hampering the protection of refugee women and refugee children, in consultation with the Chairman of the Executive Committee, to convene an informal working group of the Committee to examine these obstacles, as well as review options and propose concrete measures to overcome them;

UNHCR Action: An informal working group was convened on 22 April. (See action taken under paragraph 19 (v)).

Para. 19. (aa) Notes with satisfaction UNHCR's activities with regard to the promotion and dissemination of refugee law and protection principles and calls upon the High Commissioner to continue to expand and strengthen the Office's promotion and training activities with the active support of States and through increased cooperation with bodies and organizations concerned with human rights and international humanitarian law, including the International Institute of Humanitarian Law (San Remo), academic institutions and others involved in the programmes of the Decade of International Law;

UNHCR Action: Actions taken in this regard are detailed in a document entitled Information Note on UNHCR's Activities for Refugee Law Promotion, Dissemination and Training (EC/SCP/88).

Para. 19. (cc) Reaffirms its support for the High Commissioner's contributions to concerned international bodies promoting a broader awareness of the close link between safeguarding human rights and preventing refugee problems, and calls upon the High Commissioner to continue her active participation in and cooperation with the Commission on Human Rights, the Centre for Human Rights and relevant bodies and organizations;

UNHCR Action: The Office is conducting regular meetings with the Special Rapporteurs for Human Rights on different country situations. Furthermore, cooperation with the Commission on Human Rights continues with the Office's frequent input on topics of mutual concern, such as the situation in Rwanda and the Former Yugoslavia. Liaison with the Centre for Human Rights continues both at the field and at Headquarters level. In relation to other bodies and organizations the UNHCR-NGO Partnership in Action (PARinAc) process underlined joint efforts which needed to be made in the field of refugee protection and are fundamental to any comprehensive response to refugee crisis.

Para. 19. (gg) Recognizes the value in recent years of inter-sessional meetings of the Sub-Committee of the Whole on International Protection, and requests the High Commissioner to convene at least one inter-sessional meeting to pursue in-depth consideration of relevant protection issues and to report on progress in the deliberations of the Sub-Committee at its forty-fifth session.

UNHCR Action: An inter-sessional meeting of the Sub-Committee of the Whole on International Protection was convened on 18-19 May 1994. The draft report of that meeting is contained in EC/1994/SCP/CRP.6, to be submitted to a further meeting of the same Sub-Committee on 28 September 1994 for adoption.

2. Personal Security of Refugees

Para. 20. (e) Supports the High Commissioner's activities to monitor the personal security of refugees and asylum-seekers and to take appropriate action to prevent or redress violations thereof, including the expansion of training programmes aimed at enhancing the understanding of refugee protection among law enforcement officials, other concerned Government personnel, and non-governmental organizations;

UNHCR Action: The Sub-Committee on Administrative and Financial Matters on 24 June considered a UNHCR paper on Land-mines and Humanitarian Operations (EC/1994/SC.2/CRP.14). The Office has further enhanced its efforts to monitor the personal security of refugees through training activities such as the Women Victims of Violence project in Kenya which included training of police and other local Government personnel and NGOs in relation to refugee law and protection matters.

Para. 20. (f) Encourages the High Commissioner to develop, share with the Executive Committee and disseminate widely guidelines containing practical measures that States, UNHCR as well as other international and non-governmental organizations can take to further strengthen the physical protection of refugees and asylum-seekers.

UNHCR Action: See action taken under para 19 (aa).

3. Refugee Protection and Sexual Violence

Para. 21. (c) Calls upon States and UNHCR to ensure the equal access of women and men to refugee status determination procedures and to all forms of personal documentation relevant to refugees' freedom of movement, welfare and civil status, and to encourage the participation of refugee women as well as men in decisions relating to their voluntary repatriation or other durable solutions;

UNHCR Action: Reference is made again to the Progress Report on the Situation of Refugee Women and Refugee Children and Financial Implications of the Recommendations of the Working Group on Refugee Women and Refugee Children (), as well as action taken under para. 21 (f).

Para. 21. (f) Recommends that refugee victims of sexual violence and their families be provided with adequate medical and psycho-social care, including culturally appropriate counselling facilities, and generally be considered as persons of special concern to States and to UNHCR with respect to assistance and the search for durable solutions;

UNHCR Action: UNHCR has developed draft guidelines on the Prevention of and Response to Sexual Violence Against Refugees, which were shared with field offices in April 1994 for comments. In June 1994 the draft was also shared with non-governmental organizations (NGOs) attending the PARinAc Global Conference in Oslo for their input. The guidelines are expected to be finalized and widely disseminated during the last quarter of this year. The problem of sexual violence was most acutely faced by refugees in North-Eastern Kenya. In an attempt to address the problem, a pilot project entitled "Women Victims of Violence" was launched in October 1993. The project focussed on preventive measures and has contributed to the recent improvement of security in the area.

Para. 21. (h) Reiterates the importance of ensuring the presence of female field staff in refugee programmes, including emergency operations, and the direct access of refugee women to them;

UNHCR Action: Reference is made to EC/1993/SC.2/CRP.23/Rev.1 as well as to a conference room paper on Human Resources Management (EC/1994/SC.2/CRP.20) issued at the meeting of the Sub-Committee on Administrative and Financial Matters on 24 June 1994.

Para. 21. (i) Supports the High Commissioner's efforts, in coordination with other intergovernmental and non-governmental organizations competent in this area, to develop and organize training courses for authorities, including camp officials, eligibility officers, and others dealing with refugees on practical protection measures for preventing and responding to sexual violence;

UNHCR Action: Guidelines on Sexual Violence are currently being finalized by the

Office, taking into account comments from the field.

Para. 21. (k) Encourages the High Commissioner to pursue actively her efforts, in cooperation with bodies and organizations dealing with human rights, to increase awareness of the rights of refugees and the specific needs and abilities of refugee women and girls and to promote the full and effective implementation of the Guidelines on the Protection of Refugee Women;

UNHCR Action: Reference is made to the Progress Report on the Situation of Refugee Women and Children () which will be considered at the 29 September 1994 meeting of the Sub-Committee on Administrative and Financial Matters.

Para. 21. (l) Calls upon the High Commissioner to include the issue of sexual violence in future progress reports on the implementation of the Guidelines on the Protection of Refugee Women;

UNHCR Action: Reference is made to Progress Report on the situation of Refugee Women and Refugee Children () which will be considered at the 29 September 1994 meeting of the Sub-Committee on Administrative and Financial Matters.

Para. 21. (m) Requests the High Commissioner to issue as an Executive Committee document and disseminate widely the Note on Certain Aspects of Sexual Violence against Refugee Women.

UNHCR Action: The Office reissued the note as A/AC.96/822 on 12 October 1993.

## B. Decision on the In-depth Evaluation of the Programme on International Protection of and Assistance to Refugees: Office of the United Nations High Commissioner for Refugees

Para. 22. (b) Requests the High Commissioner to keep the Sub-Committee of the Whole on International Protection informed of the progress and constraints in the implementation of the protection-related recommendations;

UNHCR Action: The Sub-Committee of the Whole on International Protection was apprised of the above through a Conference Room Paper submitted to its inter-sessional meeting on 18 - 19 May 1994 entitled Follow-Up to the Report of the Secretary-General on the In-Depth Evaluation of UNHCR's Programme on International Protection of and Assistance to Refugees: Protection Aspects (EC/1994/SCP/CRP.4).

Para. 22. (c) Asks that UNHCR consider in a systematic fashion and present to the Sub-Committee on Administrative and Financial Matters, before the next regular session of the Executive Committee, the recommendations of the In-depth Evaluation of UNHCR's Programme on International Protection of and Assistance to Refugees

(E/AC.51/1993/2) as well as the recommendations and conclusions of the Committee on Programme and Coordination (CPC) on the evaluation study with particular attention to issues related to the definition of a proper accountability framework for UNHCR, strategic planning and result-based management.

UNHCR Action: Information relating to this decision is contained in the Follow-up to the Report of the Secretary-General on the In-Depth Evaluation of UNHCR's Programme on International Protection of and Assistance to Refugees (EC/1994/SC.2/CRP.3) which was considered by the Sub-Committee on Administrative and Financial Matters at its 24 March meeting.

C. Conclusion on the Implementation of the Policy on Refugee Women

Para. 23. (c) Calls on the High Commissioner to continue to assure active management support for a concerted effort in the implementation of the Policy on Refugee Women as well as to reinforce the role of the Senior Coordinator for Refugee Women in this process;

UNHCR Action: Reference is made to the Progress Report on Refugee Women and Refugee Children (EC/1994/SC.2/CRP.23/Rev.1/Rev.1) which will be considered at the 29 September 1994 meeting of SCAF and the Note on Human Resources Management (EC/1994/SC.2/CRP.20) which was considered at the 24 June 1994 meeting of the same Sub-Committee.

Para. 23. (d) Calls on the High Commissioner to reinforce the capacity of existing programming staff at the Headquarters, local and regional levels to support the work of the Senior Coordinator for Refugee Women;

UNHCR Action: See action taken under para 23. (c).

Para. 23. (e) Urges the High Commissioner to provide more active field monitoring of the implementation of the Policy on Refugee Women and to consider strengthening of focal points at the local and regional levels;

UNHCR Action: See action taken under para 23. (c).

Para. 23. (f) Urges the High Commissioner to continue to expand training activities related to improved programming for refugee women;

UNHCR Action: See action taken under para 23 (c).

Para. 23. (g) Requests the High Commissioner to utilize UNHCR's public information activities in order to encourage greater support of UNHCR's policy and programmes for refugee women among other United Nations agencies, non-governmental organizations and the general public;

UNHCR Action: See action taken under para 23 (c).

Para. 23. (h) Requests the High Commissioner to provide to the forty-fifth session of the Executive Committee a report on the implementation of the recommendations of the evaluation.

UNHCR Action: The requested report is before the Committee, in document EC/1994/SC.2/CRP.23/Rev.1.

## E. Conclusion on the International Conference on Central American Refugees

Para. 25. (b) Also supports the Central American countries, Belize and Mexico in the efforts undertaken to guarantee adequate attention to uprooted populations during the post-CIREFCA period, and makes a special appeal to the international community and the United Nations System, in particular to the United Nations Development Programme (UNDP) and UNHCR to continue promoting the consolidation of consensus-building fora at regional, national and local level, as well as the full inclusion of the principles of protection and human rights relevant to uprooted populations into national legal regulations of the affected countries;

UNHCR Action: Details of UNHCR activities with regard to the CIREFCA and post-CIREFCA process are to be found in the Report on the Conclusion of the CIREFCA Process (A/AC.96/831) which has been submitted to the forty-fifth session of the Executive Committee.

Para. 25. (i) Conveys its appreciation for the active participation of UNHCR throughout the CIREFCA process and urges that the valuable lessons learned through such an integrated approach be applied, as appropriate, in other regions of the world;

UNHCR Action: See action taken under paragraph 25. (b).

Para. 25. (j) Also urges UNHCR to disseminate widely, in Latin America and elsewhere, as appropriate, the norms and principles of international protection implemented within the framework of CIREFCA, as well as the humanitarian practices deriving from the implementation of the CIREFCA Plan of Action in the field of international protection;

UNHCR Action: Actions taken are detailed in Information Note on UNHCR's Activities for Refugee Law Promotion, Dissemination and Training (EC/SCP/88).

Para. 25. (k) Emphasizes the importance of ensuring, upon CIREFCA's conclusion in May 1994, specific incorporation of the needs of refugees, returnees and displaced populations into UNDP's post-CIREFCA

strategy and, to this end, requests UNHCR and UNDP to jointly convene an informal technical meeting, before end 1993, and to invite countries of the CIREFCA Follow-up Committee and the international donor community;

UNHCR Action: An informal technical meeting was held in Costa Rica in February 1994. Its final proposal, entitled 'Framework for Action in Favour of Populations and Areas most Affected by Extreme Poverty, Conflict and Displacement', was endorsed.

Para. 25. (m) Requests UNHCR, jointly with UNDP, to provide a final report to the international community on the CIREFCA process, including an analysis of achievements, obstacles and pending tasks.

UNHCR Action: The said report has been prepared for submission by the Secretary-General to the forty-ninth session of the General Assembly.

### F. Conclusion on the Comprehensive Plan of Action for Indo-Chinese Refugees

Para. 26. (b) Urges all parties concerned to continue to reinforce efforts for the return and reintegration of Lao refugees and asylum-seekers from Thailand and neighbouring countries and calls upon the High Commissioner to coordinate with donor countries as well as international development agencies and NGOs to increase the capacity of the Lao People's Democratic Republic to absorb a higher number of returnees;

UNHCR Action: Progress has been achieved with regard to the voluntary repatriation of Lao refugees and asylum seekers from Thailand. The seventh Tripartite Meeting among the Lao People's Democratic Republic (LPDR), the Royal Thai Government and UNHCR took place from 26-28 July 1994 in Thailand. A timeframe was agreed upon for the return of all Lao expected to repatriate voluntarily by end 1995. As a result of ongoing and coordinated efforts by the LPDR to identify settlement sites and by Thailand to promote the repatriation, the caseload targeted for return was reduced to 14,000 by the end of July 1994. However, in order to successfully complete this programme, more emphasis will have to be placed on adequate funding of the various options made available to returnees: i.e. group settlements, small groups to be absorbed within existing communities or individual returns.

### G. Conclusion on the PARinAc (Partnership in Action) Process

Para. 27. (f) Requests the High Commissioner to keep the Executive Committee Coordinator appropriately informed of the follow-up of the PARinAc process.

UNHCR Action: A Report on PARinAc (A/AC.96/832) has been submitted to the forth-fifth session of the Executive Committee.

## I. Decisions on Programme, Administrative and Financial Matters

Para. 29. (b) Requests UNHCR to present to the next inter-sessional meeting of the Sub-Committee on Administrative and Financial Matters any revised programme and contingency needs under the 1994 General Programmes and an assessment of funding prospects for the 1994 General Programmes;

UNHCR Action: A document entitled Overall Programme and Funding Projections for 1993 and 1994 (EC/1993/SC.2/CRP.38) was submitted to the Sub-Committee on Administrative and Financial Matters at its 16 December 1993 Meeting.

Para 29. (e) Requests that UNHCR continue to keep the Executive Committee informed, through regular reports to the Sub-Committee on Administrative and Financial Matters, of developments in relation to Special Programmes;

UNHCR Action: This reporting has become a regular feature of the periodic updates that are presented to the Sub-Committee on Administrative and Financial Matters. See for example EC/1994/SC.2/CRP.25, EC/1994/SC.2/CRP.16, EC/1994/SC.2/CRP.5 and EC/1993/SC.2/CRP.38. A more general treatment of this subject is found in the Overview Of UNHCR Activities (A/AC.96/824), submitted to the forty-fifth session of the Executive Committee.

Para. 29. (f) Asks UNHCR to take immediate steps to develop an audit strategy which will address the issues raised in the report of the Board of Auditors;

UNHCR Action: A report entitled Measures Taken or Proposed in Response to the Recommendations in the Report of the Board of Auditors to the General Assembly on the Accounts of the Voluntary Funds Administered by the United Nations High Commissioner for Refugees for the year ended 31 December 1993 (EC/1994/SC.2/CRP.26) is before the 29 September meeting of the Sub-Committee on Administrative and Financial Matters.

Para. 29. (j) Welcomes the initiative taken by the High Commissioner to improve the Office's programme management and operational capacity, and asks that the Sub-Committee on Administrative and Financial Matters be informed at its inter-sessional meetings of progress on the implementation of the Working Group's recommendations, especially related training initiatives necessary to give effect to the recommendations;

UNHCR Action: The Sub-Committee on Administrative and Financial Matters has been informed of such progress in Update on Programmes and Funding (EC/1994/SC.2/CRP.25), Update on UNHCR Programme and Funding Projections for 1994 (EC/1994/SC.2/CRP.16) and UNHCR Programme and Funding Projections for 1994 (EC/1994/SC.2/CRP.5).

Para. 29. (l) Notes with satisfaction the work being done by the Senior Coordinator for the Environment, especially the development of Guidelines for refugee-related environmental projects and related databases and asks that the Sub-Committee on Administrative and Financial Matters at a future inter-sessional meeting review these Guidelines and related issues, especially the financial implications of any refugee-related environmental projects;

UNHCR Action: A comprehensive update on these issues is to be found in Refugees and the Environment (EC/1994/SC.2/CRP.24), which had been submitted to the 29 September meeting of SCAF.

Para. 29. (n) Requests that the Sub-Committee on Administrative and Financial Matters be kept informed of progress by UNHCR in improving its systems and procedures for international procurement, in particular, its response to the observations of the Board of Auditors on this issue;

UNHCR Action: An Information Note on International Procurement (EC/1994/SC.2/CRP.15) was presented to the 17 May 1994 meeting of the Sub-Committee on Administrative and Financial Matters.

Para. 29. (o) Approves, in the light of the comments of the Advisory Committee on Administrative and Budgetary Questions (ACABQ), the proposed changes in the method of categorizing posts and requests that, as of 1 January 1994, staffing and budgetary tables reflect these changes;

UNHCR Action: The tables in the Overview of UNHCR Activities (A/AC.96/824) reflect these changes.

Para. 29. (p) Expresses appreciation for the initiative of the High Commissioner in proposing the establishment of an Inspector of Operational Activities, and in the light of the comments of the ACABQ, requests the High Commissioner to pursue vigorously improved oversight of operational activities through appropriate mechanisms and keep the Sub-Committee on Administrative and Financial Matters informed;

UNHCR Action: A document detailing the establishment of an Inspector of Operational Activities, entitled Internal Oversight Mechanisms: Establishment of an Inspection and Evaluation Service (EC/SC.2/70) has been submitted to the 29 September meeting of the Sub-Committee on Administrative and Financial Matters, after consultations with the ACABQ.

Para. 29. (q) Stresses the importance of the evaluation function and of integrating the results of evaluation activities into policy development and programme design, and requests that this importance be reflected in resource allocations made by the Office;

UNHCR Action: Action taken in this regard is detailed in a document entitled UNHCR Evaluation Activities (A/AC.96/827) submitted to the forty-fifth session of the Executive Committee.

Para. 29. (r) Requests UNHCR to undertake evaluations in collaboration with donor countries and other organizations, especially in the case of complex emergencies;

UNHCR Action: See action taken under paragraph 29. (q).

Para. 29. (s) Notes the information provided on the new UNHCR Headquarters premises, and asks that the comments of the ACABQ be taken into account in negotiations with the host Government;

UNHCR Action: Action taken is contained in the Note on Developments Concerning UNHCR's New Headquarters Premises (EC/1994/SC.2/CRP.8) presented to the 24 March 1994 meeting of the Sub-Committee on Administrative and Financial Matters.

Para. 29. (t) Notes with satisfaction the work being done by the World Food Programme and UNHCR in reviewing the Revised Working Arrangements for refugee food aid operations and asks that the Sub-Committee on Administrative and Financial Matters be briefed at a future inter-sessional meeting on the outcome of the negotiations;

UNHCR Action: The outcome of these negotiations was covered in a document entitled Refugee Feeding Operation (EC/1994/SC.2/CRP.19), which was presented to the 24 June meeting of the Sub-Committee on Administrative and Financial Matters.

Para. 29. (u) Requests UNHCR, in accordance with the conclusions on agenda item 2 (a) of the coordination segment of the Economic and Social Council (ECOSOC) (1993), to continue to cooperate fully, within the framework of the Inter-Agency Standing Committee, with the Department of Humanitarian Affairs, as well as UNICEF, UNDP, WFP and other funds, agencies and programmes of the United Nations system, as well as the International Committee of the Red Cross, the International Federation of Red Cross and Red Crescent Societies, the International Organization for Migration and NGOs;

UNHCR Action: UNHCR issued an Information Note on UNHCR's Inter-Agency and Partnership Building Efforts (EC/1994/SC.2/CRP.21) submitted to the Sub-Committee on Administrative and Financial Matters on 24 June 1994. UNHCR during the reporting period has continued to collaborate closely with the Department of Humanitarian Affairs. Inter-Agency Standing Committee (IASC) meetings have been attended by the High Commissioner or the Deputy High Commissioner and UNHCR has also actively participated in the various DHA led Task Forces and Working Groups. UNHCR continues to second senior staff to DHA both at a Headquarters level and in the Field; UNHCR has also provided Humanitarian Coordinators. UNHCR has participated in DHA led inter-agency assessment missions, consistently taken part in

Inter-Agency appeals and benefited from the Central Emergency Revolving Fund (CERF). Over the past year UNHCR has developed and maintained regular contacts at every level with the DHA for the resolution of issues of mutual concern. UNHCR has also continued to strengthen relations with other United Nations Agencies. To this end, the Office has intensified cooperation with those agencies and institutions who are directly relevant to its work. During the past year, cooperation with the World Food Programme (WFP) has been reinforced. A revised UNHCR/WFP Memorandum of Understanding, further detailing the division of responsibilities at the field level, came into effect on 1 January 1994. UNHCR is also in the process of elaborating comprehensive, cooperative arrangements with UNDP and UNICEF. Additional measures have been taken to strengthen links and to determine areas of cooperation and complementarity with ICRC, IOM and non-traditional partners such as the World Bank group. The first stage of the PARinAc process, to further define and concretize longstanding partnership with the NGO community, culminated in June in a four day Global Conference in Oslo.

Para. 29. (v) Welcomes the Update on UNHCR's Human Resources Management strategy, especially progress in regard to the development of a UNHCR career management system, urges prompt implementation of the strategy and asks that the Sub-Committee on Administrative and Financial Matters be kept regularly informed of developments on this system and other human resource management issues, especially progress in relation to the status of women in the Office;

UNHCR Action: The above is dealt with comprehensively in a Conference Room Paper submitted to the Sub-Committee on Administrative and Financial Matters at its 24 June 1994 meeting entitled Note on Human Resources Management (EC/1994/SC.2/CRP.20).

Para. 29. (w) Notes with concern the growing security threats to the staff of UNHCR in the discharge of their humanitarian work, and welcomes the initiatives already taken by the High Commissioner to address this issue, as well as the recent initiatives taken by the General Assembly and the Security Council to consider further steps to enhance the status and safety of United Nations personnel involved in its operations, and requests that similar arrangements should be considered for all related personnel, including contract staff and non-governmental organization (NGO) staff who are engaged in these operations;

UNHCR Action: UNHCR has now developed a security awareness training package accepted by the Security Coordinator's Office in New York. A pilot course was successfully conducted recently in Addis Ababa in which other United Nations agencies participated. The package is now available for wider distribution (including distribution to NGOs). Supporting documentation also includes the UNHCR Security Aide Memoire. UNHCR recognizes the need for inter-agency and NGO sharing of security personnel and security resources. To this

end, the need for a regional approach to its security problems on an inter-agency and NGO basis is currently under review. Most importantly UNHCR is fully aware of the need for the continued support of UN Peacekeeping forces and is currently drafting guidelines which should enhance the cooperation and understanding between United Nations Peace-keepers and Humanitarian Agencies.

Para. 29. (x) Requests UNHCR to pursue its review of the hardships faced by staff in extremely difficult and security-risk duty stations, noting that, inter-alia, the issue of compensation in such situations deserves review and that specific proposals need to be developed on an inter-agency basis;

UNHCR Action: Measures taken in this regard were outlined in Section 5 of the Note on Human Resources Management (EC/1994/SC.2/CRP.20) as referenced in para. 29(v) above. The salient points are that UNHCR has continued its efforts, both independently and on an inter-agency basis, to improve the conditions of service for staff serving in extremely difficult duty stations with a high security risk. Innovative approaches adopted by UNHCR include the introduction of MARS, the Mandatory Absence for the Relief of Stress; VARI, the Voluntary Absence for the Relief of Isolation; and STAR, the Supply Travel on Rotation. The rationale and details of these schemes for each area of operation have been shared with the United Nations Secretariat, UNDP, UNICEF and WFP. In addition, staff are in certain cases offered the option of being assigned to family duty stations and proceeding on mission status to high risk areas, the hazardous duty pay have been increased, the number of locations covered by the malicious actions insurance have increased, and staff in particularly stressful operations are being offered post-traumatic stress treatment. In those areas of operation where there is no housing available for staff the Division of Human Resources Management has recommended concrete action for the procurement of a number of housing units which should be easily deployed and stocks replenished regularly.

Para. 29. (y) Asks that UNHCR revert to the Executive Committee on the question of documentation that is presented to it, bearing in mind the comments of the ACABQ on this subject.

UNHCR Action: A document dealing with Executive Committee documentation (EC/1994/SC.2/CRP.4) was presented to the 24 March 1994 Sub-Committee on Administrative and Financial Matters, and the proposed changes have been incorporated into the documentation presented to the forty-fifth session of the Executive Committee.

## J. Decision on Internally Displaced Persons

Para. 30. (a) Requests the Sub-Committee on Administrative and Financial Matters to review the financial and programmatic implications of the current UNHCR activities, including information, related to internally displaced persons.

UNHCR Action: The said implications were reviewed in a document submitted to the 17 May 1994 meeting of the Sub-Committee on Administrative and Financial Matters entitled Financial and Programmatic Implications of UNHCR Activities on Behalf of the Internally Displaced (EC/1994/SC.2/CRP.13).